



NEWSLETTER

SEPTEMBER / OCTOBER, 1988

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FSA Executive 1988/89

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Executive Meeting Schedule

Abbotsford, Room A307, 3:30 p.m. (Week 3)

October 5
November 2
November 30
January 13/89
February 15
March 15
April 12
May 10
June 7

FSA NEWSLETTER

October, 1988

From the Editor . . .

Herewith, the annual self-conscious throat-clearing exercise as a new editor gets out the first issue somewhat later than planned. But your union is healthy and functioning, and the Newsletter will as usual attempt to broadcast information and serve as a forum for discussing issues of interest to the Association and to the College community in general.

The year has felt queerly quiet so far: we got a bit of a raise, our workload doesn't seem to be under imminent attack, negotiations had all the appearance of civility, and it seems years ago that we had to contend with last spring's chaos of absentee administration, and with the Ministry's cynical posture as a Florence Nightingale wheeling in last-minute transfusions of funding.

On the solidly positive side, we ought to be glad for the College's support of the Writing Across the Curriculum project and the proposed Writing Centre. Together, these should do more than has been done in years to address the student writing problem (which at the moment seems to be taking a sharp turn towards the disastrous).

But even if hallway conversations are in the between-crises mode, there are plenty of things we need to keep our eyes on. This year's negotiations will be confined to reopeners on staff vacations, matters arising from

the reports of several joint committees (not least of which is the one dealing with our virtually nonexistent provisions for ed. leave), and salaries. Lest we forget, our purchasing power remains considerably below what it was when we first started working at this institution. The April C.I.E.A. Newsletter reports that between 1982 and 1988 the Vancouver Consumer Price Index rose by 26.2% while average faculty salaries across the system rose by only 12.5%. Staff salaries, needless to say, have suffered the same erosion.

It might also be wise to keep tabs on a new Marketing committee the College is striking in order to coordinate the way we sell ourselves to the community. The imperatives of marketing have a strange way of pre-empting the imperatives of policy, as any glimpse at politics will show. There is nothing new about the idea of marketing this college, and there is nothing wrong with the idea of making our sales pitch rational. But we have to be very careful we don't let marketing priorities eclipse educational ones.

A case in point might be INTERNATIONAL EDUCATION, an initiative we are going to see marketed aggressively in the coming months. What is international education, exactly? Has there been a sudden altru-

istic desire to bring the benefits of our educational system to the benighted citizens of the third world? Or even to bring foreign students into our system on the off chance that they will teach us something? Maybe. But what the phrase means to the Advanced Education Ministry is clearly spelled out in its policy statement on tuition fees: "institutions may aid in the development of export markets for B.C.'s goods and services through participation in international education programs." And the tuition fees, of course, "will be set by the institutions at a level that covers direct costs and overhead."

And then some. None of the B.C. colleges that have been beating the offshore bushes has done so out of the goodness of its heart. We are talking profit margin here; we are talking entrepreneurial spirit; we are talking subsidy units. The 'other' Education Ministry, meanwhile, is also heavily into the act: B.C. is madly accrediting private schools in Malaysia, Singapore, and Hong Kong "to promote better relations, and, it is hoped, eventually 'closer economic ties.'" (Vancouver Sun, Oct.7) "The students' credits would be accepted for post-secondary education here" -- and bingo! Money in the bank!

But let's not forget that in playing the game by the Socreds' rules, we advance their Pacific Rim economic agenda at the same time as we help them turn down the political heat generated by their chronic underfunding of education in this province.

Aw, heck, though. Maybe I've been reading too many of those negative magazines again. Maybe the whole thing will be peachy for all concerned, and the bottom-line mentality, which sees education essentially as a function of economics, can be reconciled with what are sometimes called the higher purposes we think our educational institutions are here to serve. Whatever happens, a lot of energy is about to go into all this, and enormous questions are going to heave themselves into view, not the least of which are those concerning facilities, and staffing, and an ESL problem that Victoria has shown few signs of being ready to address constructively. We are going to need to pay attention.

I wish everyone a good and optimistic and clear-sighted year, and I want to emphasize that the Newsletter welcomes submissions from anyone who has anything to say.

Graham Dowden

FSA President's Report . . .

I don't know about you but I'm not sure what the hell is going to happen to colleges this year. Is restraint over? We are told, on good authority, that the hard times of the past 5 years will give way to new growth and to the establishment of new directions in college development. We are told that the government now respects the need for a strong post-secondary system as part of economic recover. Well gee whiz, I guess everything will be all right.

Graham told me that I should write a first column answering questions about what this year will bring and what we should do about it. He's probably right, I should do that; I'm just not terribly confident about my answers to those questions. On the surface there is some justification for optimism. Budgets are increasing, colleges are again thinking about growth, more students are being accommodated, and so on. Is it just my cynicism, a product of recent times, or does there remain a sense of malaise surrounding our endeavors despite positive changes in some indicators?

Below the surface of budget adjustments and ribbon cuttings for new, though 'downsized', facilities lurks a continuing confusion about what it is that we should be doing in the colleges. Time and again educators invoke the original vision of the "comprehensive college working with and for the community" as the touchstone for college development. Time and again the government ignores that call. Instead we are seduced by 'special' funds

directed at particular problems that government deems critical--functional illiteracy, job preparation, job change, and so on--problems, and solutions, that overlook the need for renewed commitment to comprehensive curricula.

I suppose that I do worry about problems, like literacy, that become social problems for a day, courtesy of our media, and politicians hunting for new constituencies. I worry because when ill-defined and poorly understood issues are heaped onto a rickety bandwagon, they tend to end up as the subject of a flurry of opportunistic institutional and entrepreneurial projects. In the long run little is done to resolve the issues, and damage is done to the already sagging foundation of education. If you resist or question the enthusiasm given these issues then you are labelled as without vision. Ultimately we become swept up in the momentary enthusiasms of government. Later, when the excitement has faded, we are left to do, without continuing funding, those things that we would like to have done in the beginning--strengthen our comprehensive base to meet evolving educational needs as they are identified by our communities.

We know from our self-study, and from our everyday lives in the college, that there are many problems that afflict us after years of restraint. Class sizes, aging capital equipment, the understocked library, student support and success, internal communica-

tions and morale, counselling, and professional development are but some of the problems we need to solve. Increasing budgets are good news, but better news would be that increases will respect the needs of base budgets and the need for colleges to be closely tied to community priorities. The absence of such news leads me to restrain my optimism somewhat.

And so what does another year bring? We have task forces on intellectual climate and student success; we have joint committees looking at Professional Development and educational leave; we continue to "strategically plan" for a number of time frames. We must work hard

to make all of these endeavors creative and successful, but let us also remember that for the moment there is little evidence that our voices are being heard beyond our own little community. Ultimately, our strategies for "success" must address some larger political and fiscal realities if we want our solutions to be implemented. I will use this column, during the next few months, to discuss some of the issues which trouble us, but which do not necessarily receive much attention.

Kevin Busswood
FSA President
September, 1988

FSA Office Assistant Hours

Kathy Gowdridge is the FSA Office Assistant and is on hand in the FSA Office (Room A339 in the Faculty Area on the Abbotsford campus) for the most part as follows:

Monday through Thursday	11:00 - 12:00
	1:30 - 2:30

If you need information or help, call her at local 313. She'll do what she can to assist.

From the Grievance Chair . . .

Summer 1988 has been an active one with respect to grievance-related issues. Over the past several months it has become clear that we need to take a more active role in protecting the rights of college employees who apply and qualify for positions advertised by FVC. Within our Collective Agreement, articles 14.4(a) and 13.3 promise particular consideration for internal applicants. Several subsections of article 4 offer protection against discriminatory or arbitrary treatment of FSA members seeking new positions. Bob Smith and Wendy Burton are preparing a set of guidelines concerning these rights for nominees as FSA representatives on selection advisory committees. For its part, management has agreed to supply individual members of these committees with its version of the same principles. Anyone serving on a hiring committee should feel free to contact the grievance chairperson or a shop steward for advice on the interpretation and application of the guidelines relating to employee applicants.

FSA members will soon be asked to forward nominations for shop steward elections within our association. The College's

recent reorganization has made obsolete some former areas of representation such as Arts and Applied Arts. At a shop steward's meeting last spring we created a new "secretarial staff" stewardship, which we hope will give good service to association members within this grouping. We may have to correct some anomalies in the cases of individuals who feel their work has been incorrectly categorized in the revised stewardship plan.

During August I attended CIEA's 3-day labour school at U. Vic., and found the session's steward training workshops quite enlightening. We discussed matters such as "grievance procedures in the context of union goals" and "faculty evaluation: probationary, summative, formative and arbitration." I'd recommend the experience to anyone interested in serving the FSA, though I must say that the rather Spartan dormitory quarters provided for those attending the labour school are no inducement to leave home!

Dave Allen
Grievance Chairperson
September, 1988

New Shop Steward Areas . . .

Business Office East & Facilities
Business Office West & Facilities
Continuing Education
Learning Resources Centre
Student Services
Secretarial Staff

Vocational
Academic East
Academic West
Careers East
Careers West
Developmental Studies

Annual Report from the Contract Chair . . .

The 1988-90 Collective Agreement was ratified last June following a lengthy debate and not a few dissenting voices. The discontent was based on the wage offer. While the decline in our standard of living since 1981 had been halted in 1987, none of the ground lost has been made up. Also, the wage settlement included a new top step for faculty, which had not requested one, but not for staff, which had held to that goal all along. Thus, staff at the top of their pay grades (about 45 members) will not maintain the standard of living they had last year. The negotiating team and FSA executive attempted to remedy this problem but without success.

Our attempt to obtain the standard vacation entitlement for staff also failed. The average allotment, based on comparable provincial and local public sector institutions, is 29 days. Currently, FSA staff are entitled to a maximum of 23 days. The college was willing to extend the vacation to the standard, provided new staff work two years longer to earn four weeks and give up the Christmas vacation days. The negotiating team could not accept the conditions. Mary, Sybille and I were extremely uncomfortable with this "trade-off," that new staff would resent the fact that a standard vacation clause had been obtained at their expense. Article 28 will be reopened, along with the usual salary reopener, in 1989.

The last major disappointment of negotiations is the continuing neglect of the educational leave clause (24.2 b i). For several years, ed. leaves have been funded by small surpluses from the "in-house" PD account. Members never know much in advance what they will receive when going on ed. leave and the amount is usually insufficient. Even so, ed. leaves have proven extremely successful; new credentials and new approaches to education come to the college as a result. The association's position is that these results justify the costs (we asked that the fund be "seeded" in the amount of \$40,000) and will prevent institutional stagnation. In our opinion, the college should have reconsidered the priorities it established in the 1988-89 expenditure plan in the light of our request and the recommendations of the Self-Study where no fewer than three of the five reporting teams assigned priority to ed. leave.

You are likely beginning to wonder what was achieved in negotiations. First of all, the college did not seek a protracted confrontation. No employer demands were brought to the table. From its point of view, the Collective Agreement was a workable contract. At the outset, then, negotiations were not impaired by those familiar issues of recent years: demands to increase management's rights, wage cuts, workload increases, all the items that have paralyzed a good part of the provincial college and institute system.

The College and Association agreed on a new mileage allowance, one more in line with the true costs we incur while driving on college business, and restored the claims procedures to their original contractual meaning. The residential factor that always resulted in lower claims, introduced without our agreement some time ago, no longer applies to the usual, campus-to-campus travel.

The "part-timer" question has been settled. Within five years all college employees, except C.E. "leisure" course instructors and excluded administrators, will become Association members. The methods of including "part-timers" will be determined by the Association and the College by 30 November 1988. When this process is complete, we will have achieved what we had in 1976.

Our agreement includes the convening of joint committees on educational leave, retirement and paraprofessionals. Joint committees have a fairly good record of studying complicated issues and offering concrete policy recommendations. The job of the retirement committee is to set up an educational program for retirement and investigate "early" retirement incentives. There are a whole bunch of developments to consider here. Cases are now moving through the courts to challenge mandatory retirement. What may happen is this: if the courts rule against discrimination on the basis of age, then your position is yours to keep as long as you are competent to do the job; in effect, your job may become a kind of private property which you can sell to the employer.

This August an all party parliamentary committee recommended all forms of age discrimination be abolished, except in the employment of police and fire fighters. This shift of thought is based on the gradual interpretation of the Charter of Rights.

The "para" committee will study the definition of paraprofessionals, their placement within the union structure and the problems they encounter in being governed by a Collective Agreement that may be ill-suited to their work. This joint committee is faced with the fact that some "paras" were never satisfied with their placement in the staff component thirteen years ago, that they are neither staff nor faculty, etc. The committee's report will go to the President in 1989.

A few words about the representation process: the staff meetings were well attended and gave members the opportunity to present their points of view. These will be continued. Questionnaires were circulated twice to all faculty, a poor but necessary alternative to meetings which faculty work schedules prevented. Written replies to all messages addressed to me, a couple of circulars on specific issues, an interim report at the AGM, corridor conversation, and telephone calls round out the consultation process. The negotiating team in 1988-89 could do a lot worse, but improvements in communication are necessary. One member suggested that the final offer be distributed to all members prior to the ratification meeting. Noted.

The following members deserve your appreciation and thanks for contributing their time and effort in the shaping of the Agreement: Tom Davis, Gordon von Hollen, Judy Inouye, Doug Hudson, Wayne Welsh, Doug McDowell, Jill Vike, Virginia Cooke and Varlene MacLeod. Kathy Gowdrige performed the secretarial services, frequently at short notice and always in an accurate and expeditious manner. Tom Beardsley from CIEA staff offered advice at several key

junctures as well as a preparatory workshop. Finally, team members Sybille Stegmüller and Mary Saunders arranged and attended the staff meetings and freely volunteered their lunch and after hours to negotiate the agreement. Thank you. Who wouldn't love a bunch of colleagues like this?

Bob Smith
Contract Chair
September, 1988

From the Staff Vice-President . . .

NETWORKING AND YOU

Well, here we are deep into the first semester of college life as we know and love it and so it is high time to place a few seeds of thought into your heads.

I have sent around to all FSA staff a survey form for you to use in recording any work-related problems, missed lunches or coffee breaks, unpaid overtime and other similar predicaments. Remember that this does not just help your own lot in life; it can also help those around you by creating a more equitable and less hectic workload.

I am also asking for you to do a bit of general as well as fairly specific research on your positions at the College; specifically ... networking. When phoning your colleagues at other institutes, find out what their job involves. Is it similar to

yours? What are their benefits, responsibilities, etc. I outlined 10 questions on the survey sheet that you could ask of them. The answers to these questions will be of significant help when negotiations start up early in the new year.

So keep communications open with your colleagues and fellow workers. Find out what they do, how they do it and who they are answerable to. With this information everyone in the College can benefit.

If you have any questions, don't forget to go through your shop steward. If unavailable, however, don't hesitate to give me a call and I will do what I can.

Richard Heyman
October, 1988

1988 CIEA Convention and AGM . . .

There is a considerable body of opinion, held by those (and I hope I am among them) not yet certifiably paranoiac, to the effect that education in many parts of the world is being consciously (if not systematically) ground down to a level just barely tolerable to 51% of the electorate, on the understanding that a truly educated citizenry might possess enough information and imagination to actually press for changes in the way the world is run. And if large and collective forces

are actually doing this to us, then relatively large and decidedly collective efforts are required in order to try to turn things around. The spring 1988 convention confirmed my former somewhat hazy conviction that, to quote the brochure, C.I.E.A. WORKS. It's worth the money.

Here are some of the key things C.I.E.A. provides, which I shall crib directly from the brochure:

What Does C-IEA Provide For Faculty?

- ☐ A central voice to present the views of College-Institute faculty on education policy to provincial politicians, Ministry officials, the public, and the media.
- ☐ Collection, analysis, and distribution of information on educational policy, labour relations, legislation, etc.
- ☐ Legal counsel to provide advice and representation in arbitrations, court cases, and other legal actions.
- ☐ A defence fund for financial support of members involved in strikes, lockouts, or picket-line situations.
- ☐ Representation by C-IEA staff in bargaining, grievance handling, arbitrations, and other hearings.
- ☐ Training in labour relations for faculty involved in bargaining and contract maintenance.
- ☐ Standing committees on Professional Development, Pensions, and Status of Women to identify and address issues of concern to faculty.
- ☐ A formal alliance with the BCTF for sharing information and resources.
- ☐ Regular liaison with the Canadian Federation of Students, university faculty associations, and other provincial and national educational organizations.
- ☐ Liaison and joint action with other unions and with the B.C. Federation of Labour.

And though C.I.E.A. is of course primarily a faculty organization, FVC has had plenty of evidence that our staff, too, are reaping enormous benefits. Indeed, the 'collective' represented by our membership in C.I.E.A. goes well beyond the B.C. colleges and institutes. Elsie McMurphy came to the convention to thank C.I.E.A. profusely for its support to the BCTF (and reported that all 75 locals had voted to certify, and that all fifteen seats on the College of Teachers had gone to BCTF-supported candidates). The president of ACIFA, the newly-formed Alberta equivalent of C.I.E.A., said they owed a great deal to C.I.E.A.'s precedent and its support. Ken Georgetti thanked C.I.E.A. for its support in the B.C. Federation of Labour's fight against Bill 19, and reminded us that any local victory in the labour movement was a victory for everybody. 'Brother Georgetti' and 'Brother [Ed] Lavalley' were absolutely stirring on the need to gain control over the language of the labour debate, and to move away from reacting to government attacks and toward bringing the message to the people in a positive way. Privatization and contracting-out and free trade are going to hit us all, sooner or later, whether we know it now or not, and if we are serious about resisting the widening gap between the owners and the serfs, prevention is going to wind up taking considerably less effort in the long run than cure.

There is always a moment of embarrassment when labour heavies come among us delicate denizens of the professions and start calling us brother and sister. But if the nuclear family has just about ended its life as a potent force in the modern world, maybe it's about time we realized that the extended family is about the only family we have left.

So. What follows here is a series of individual workshop reports from our indefatigable correspondent Wendy Burton. (Since Wendy attended the workshop on "The Politics of Professional Development," it appears as if the IDAC proposal "Goals and Objectives for Instructional Development" [did anyone notice the 'factfinding' show as it swept through here last spring?] has moved a long way toward being cast in the form of an agency, which will facilitate PD for all of us poor folks who couldn't figure out what to do with the money even if there was any left over. To put it mildly, this needs watching.)

Graham Dowden

CIEA Workshop Reports . . .

by Wendy Burton

THE POLITICS OF PROFESSIONAL DEVELOPMENT

This workshop focused on the recommendations arising from the Human Resource Development Feasibility Study. The movement towards a central agency for instructional/professional development was discussed, and a resolution emerged to resist such centralization. Faculty members are encouraged to be familiar with the movement in the Council of Principals towards controlling and supervising professional development.

PROMOTING AFFIRMATIVE ACTION IN THE SYSTEM

The issue of affirmative action in the college system has been outstanding since 1974. The Status of Women committee of CIEA has recently completed a study of the status of women at community colleges in B.C. The results of the study were disheartening, to say the least. Most people in the college system are not aware of the issue, assuming, in the latter part of the 1980's, that this problem of gender equality has been solved. The absence of women in key decision-making roles; the disparity of income between men and women; the continuing last hired - first fired phenomenon and the lack of support for women faculty, staff and students; the exclusion of visible minorities; the lack of affirmative action policies at every college and institute attest to the fact

that we have, in fact, not come a long way, baby. It was recognized in the workshop that systemic discrimination was the largest barrier to access for women into the post-secondary system. This discrimination must be identified, debated and eliminated. This was the first and strongest recommendation to promote affirmative action. Other recommendations were to promote active gender parity; develop curriculum to include relevant material for women, visible minorities and the disabled; develop strategies for encouraging and supporting women in the institution; actively campaign against exclusive language and behaviour; and establish a Status of Women committee within each local of CIEA.

WHERE ARE THE WOMEN: THE STATUS OF WOMEN AT B.C.'S COLLEGES

Sandra Moe, women's studies coordinator (a volunteer position) and instructor at Capilano College; Marian Dodds, now an education consultant and formerly the Status of Women Coordinator of BCTF; Anena Johnson, President of Douglas College Student Society; and Marion Exmann, coordinator of the only Women's Centre left in the college-institute system, spoke to the subject of women in the system. Statistics on the gender disparity in the B.C. secondary school system were presented. Highlights are as follows:

	<u>Male</u>	<u>Female</u>
English teachers	1142	839
Math teachers	1654	286
Science teachers	1438	219
Social Studies teachers	1487	359
Computer Sciences teachers	216	1

Sandra Moe referred to the three principles of behaviour used in the college-institute system:

- (1) don't show emotions
- (2) compete, don't cooperate
- (3) training is for power and dominance.

This is not idle feminist rhetoric; these principles contribute to the schizophrenia many people experience while coping with the vagaries of the system. Anena Johnson, speaking from the student's perspective, encouraged us to provide support and encouragement for female students; watch for sexist language in curricula, lectures, and class discussion; restrict the growth of tuition fees and other entrance fees; and accept that, while woman's place is in the college-institute system, the reality is that system-wide discrimination makes our institutions unfriendly places for women to work and study.

ACCESS TO POST-SECONDARY EDUCATION IN B.C.

The Ministry of Advanced Education and Job Training is presently conducting a study of issues concerning access, retention, transfer rates, completion rates and transition to work. The feeling of the panelists was that this study will be based on exclusive data and underrepresented regional committees. The panel felt that the actual barriers to access were not to be discovered during narrowly-defined studies. Some key barriers were identified: DIA and CEIC funding priorities; lack of childcare, transportation and accommodation; inadequate academic advising; complicated registration procedures; waitlists; faculty workload; inadequate study space; lack of assured continuity of course offerings; rising thresholds for all programs and inadequate funding to the college-institute system.

Brief Executive Minutes . . .

At the August retreat, FSA executive decided that the Newsletter should report only the "essentials of important minutes" from executive meetings, in the interests of readability. Full minutes are always available at the FSA office should any member wish to peruse them.

EXECUTIVE RETREAT AUGUST 23, 1988 WESTMINSTER ABBEY

1. The implications of last year's administrative restructuring were discussed. The College's functional areas are being realigned, and shop stewards (many of whom will be continuing in their posts) are being recruited.
2. The newsletter should continue on a more or less monthly basis, with the contract chair putting out additional communiques as necessary in the spring.
3. It was decided to provide more direction to those who represented the FSA on committees (especially SACs and joint committees) vis-a-vis their responsibility to represent the FSA's point of view. A handout will be prepared for SAC members.
4. It was agreed to continue holding informal lunch and area meetings with FSA members throughout the year.
5. Heather Stewart's grievance was discussed, and a legal opinion as to the success of arbitration would be obtained. The Larry Brown grievance was also discussed, and will (also) proceed.

6. Summer SAC's are being convened in a slapdash manner; Kevin would raise the matter with Peter Jones.

7. It was suggested that the following FSA members would be appointed to joint committees arising out of this year's collective agreement:

Educational leave -- Betty Harris and Colin Ridgewell
Paraprofessionals -- Bertha Solvey and Cheryl Isaac
Retirement -- Mary Saunders and Betty Harris
Lab Assistants -- Gordon von Hollen and Henry Speer
Unionization of part-timers -- Bob Smith and Leslie Wood

8. A subcommittee of CIEA is drafting options which permit both system-wide coordination of bargaining and also local autonomy (e.g., at the very least, we could all aim for contracts expiring no later than March 1990). Information will be transmitted as it appears.

EXECUTIVE MEETING SEPTEMBER 7, 1988

1. The Stewart and Brown grievances will proceed.
2. "The question of double sectioning has been raised by some coordinators. The union regards this with serious concern because of its pedagogical and workload implications." (from the minutes) [Ed. note: double sectioning is in fact triple sectioning in the case of one discipline: B** 101. The lecture theatre is being used as a classroom. Three

sections of the same course are scheduled for the same block, and one lecturer lectures the lot. According to reliable sources, she is being paid "more than for one section and less than for three." One understands management's desire to achieve economies of scale, and this mode of scheduling certainly takes some of the pressure off our overburdened facilities (that Tuesday/Friday

B block is very popular), but FVC has long had a philosophical commitment to the idea that small classes mean more involved students and better teaching. If some departments are beginning to drift away from this principle, perhaps it is time for a College-wide debate on the subject. The union certainly needs to take a close look at the implications.]

Current Disputes

The B.C. Federation of Labour puts out a weekly bulletin listing current strikes, lockouts, hot edicts, boycotts, and so forth. You might at the moment wish to think twice about spending money on goods and services provided by (among others)

- (a) Intercontinental Packers (Olympic Meats, Breakfast Delight, Mayfair and Canadian Maple Bacon)
- (b) White Spot (not all of whose outlets or subsidiaries are, of course, unionized)
- (c) Non-union postal outlets
- (d) Shell Canada (involvement in South Africa)
- (e) South Africa generally
- (f) Chile generally
- (g) Hyundai
- (h) California (table grapes)